## IN THE UNITED STATES
## PATENT AND TRADEMARK OFFICE

Applicant(s): Uday P. Nadkarni

Application No: 09/904,062

Filing Date: July 12, 2001

Attorney Docket No: P21,411-B USA
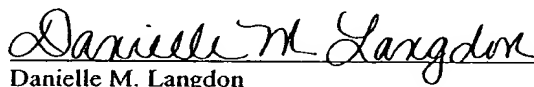
Title: SKILLS DATABASE MANAGEMENT
SYSTEM AND METHOD

Art Group: 2161

Examiner: Coby, Frantz

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### CERTIFICATE OF MAILING VIA FEDERAL EXPRESS

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### SUPPLEMENTAL DECLARATION UNDER 37 C.F.R. §1.131

1.      This declaration is being filed to supplement the declaration that was filed with the reply

of October 7, 2004, to establish completion of the invention in the above-identified application in

the United States, at a date prior to August 10, 1995. (It is worthwhile to note that the previously

filed declaration was a copy of the declaration filed in the prosecution of the parent case

(Application No. 09/130,819) of the above-identified application.)

2.      Attached hereto as Exhibit A is a disk containing a program which was referred to in the

previously-filed declaration. It was inadvertently omitted from the previous filing, although it

was included with the original filing of the declaration for Application No. 09/130,819.


3.      Using this program, I generated a number of screens evidencing the reduction to practice

of different features of the process and system of the claimed invention. I printed these screens,

which are attached hereto as Exhibits E-R. The following table correlates these screens, along

with those submitted with the previous declaration, to the elements of the claimed invention.

| Claim Element | Evidence of Reduction to Practice |
|---|---|
|  |  |
| 21.      A method of exchanging employment information, said method comprising the following steps: |  |
| (a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields; | Exhibits E–I show screens in which the user is prompted to select certain fields to build a search query—specifically, profession (Exhibit E), category (Exhibit F), Skill (Exhibit G), experience (Exhibit H) and usage level (Exhibit I). |
| (b) searching a database using said search query containing said parameters in one or more predetermined fields; and | The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of |

|  |  |
|---|---|
|  | Exhibit A provides sample results of a search that would be returned by the database or file management system. |
| (c) outputting results of the search. | Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data (e.g., total experience, education, availability). |
|  |  |
| 22. The method of claim 21, wherein, in step (a), parameters are specified within two or more predetermined fields. | Exhibits E-I show different screens used in building a search query based on seven different fields (i.e., education, degree, profession, category, skill, experience and usage). |
|  |  |
| 23. The method of claim 22, wherein at least a portion of said predetermined fields are hierarchical. | Exhibit I shows a search screen in which usage level (e.g., intermediate) is a subfield skill (e.g., C++), which is a subfield of category (e.g., programming), which is a subfield of profession (e.g., computer software). |
|  |  |
| 24. The method of claim 23, wherein said predetermined fields comprise a plurality of professions, a plurality of subcategories within each profession, and a time duration for each subcategory. | Exhibit E shows a search screen presenting a plurality of different professions (e.g., accounting, banking, computer software). Exhibit F shows a subsequent screen in which different categories (e.g., compilers, |

| | |
|---|---|
| | databases, programming) are presented for a particular profession, in this case computer software. Exhibit G shows the next screen in sequence in which different skills (e.g., ALGOL, ASSEMBLER, C++) are presented for a particular category, in this case programming. Finally, Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill. |
| 25.      The method of claim 23, wherein said predetermined fields comprise a plurality of educations and a degree for each education. | Exhibit L shows a screen in which the user is prompted to select a discipline (i.e., education) and Exhibit K shows a screen in which the user is prompted to select a degree for the education. |
| 26.      The method of claim 24, wherein, step (a) comprises: prompting said user to select a profession from a plurality of professions; | Exhibit E shows a search screen which prompts the user to select a profession by using a pull down menu listing a number of different professions (e.g., accounting, banking, computer software). |
| prompting said user to select a subcategory from a plurality of subcategories for said profession; and | Exhibit F shows a subsequent screen which prompts the user to select a subcategory of a profession by using a pull down menu listing a number of different categories within the profession (e.g., compilers, databases, |

| | |
|---|---|
| | programming), and Exhibit G shows the next screen in sequence, which prompts the user to select a further subcategory of a profession by using a pull down menu listing a number of different skills within a particular category (e.g., ALGOL, ASSEMBLER, C++). |
| prompting said user to specify a time requirement for said subcategory. | Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill. |
| | |
| 27.     The method of claim 21, wherein said process further comprises: | |
| modifying said query after step (c). | Exhibit J shows a screen displaying refinements of search queries by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of resumes shown is the number of qualified candidates it found. |
| | |
| 28.     The method of claim 21, wherein said process further comprises scheduling an interview with a candidate. | Exhibit D shows a screen displaying the resume of a particular candidate. Checking the box entitled "Interview" initiates the scheduling of an interview. |
| | |
| 29.     The method of claim 28, wherein said process further comprises receiving | Exhibit M shows a screen for prompting the candidate for information which includes |

| | |
|---|---|
| an indication of availability via a telecommunicative link from a candidate. | availability (see lower right of center of screen). Once this information is inputted, it is transmitted as shown in Exhibit P |
| | |
| 30. The method of claim 21, further comprising: | |
| populating said database with data by prompting a second user for information related to at least a portion of said predetermined fields. | Exhibits M-O show screens for prompting the candidate for information related to a number of predetermined fields. For example, the screen of Exhibit M prompts the candidate for contact information, the screen of Exhibit N prompts the candidate for education information, and the screens of Exhibit O prompt the candidate for information relating to category, skills and experience as mentioned above. |
| | |
| 31. The method of claim 30, wherein populating said database comprises: | |
| prompting said second user to select a profession from a list of professions; | Exhibit M shows a screen prompting a user to input information into a profession field by means of a pull down menu. |
| prompting said second user to select a subcategory of said profession from a list of subcategories of said profession; and | Exhibit O shows screens prompting a user to input information in a category field within the profession and in a skill field for each category. |
| prompting said user to attribute a time | Referring again to Exhibit O, the candidate |

| | |
|---|---|
| duration for said subcategory. | enters individual 'projects' under the Experience subheading. For each project, the candidate may enter a time duration (From – To), and further enter a category of skills, and some skills within that category and a type or level of usage for that skill. The time period for that skill or category is inferred by the system from the project time duration under which these subcategories are entered |
| | |
| 32.    The method of claim 30, wherein populating said database includes entering educational information and job preferences. | The screens of Exhibits N and M prompt the candidate for education information and profession, respectively. |
| | |
| 33.    The method of claim 30, wherein populating said database includes agreeing to charges for said resume service. | Exhibit Q shows a screen containing the agreement (shown essentially blank) between the service provider and the candidate. Such an agreement would contain provisions of payment and other terms and conditions of providing the service. |
| 34.    The method of claim 21, wherein, in step (c), results of the search are displayed graphically and/or in a tabular fashion. | Exhibit C shows a screen displaying a table of search results. The candidates in this table are listed along with their respective field data |
| | |
| 35.    The method of claim 10, wherein | Exhibit C shows a screen displaying a table |

| | |
|---|---|
| said step (c) comprises sorting said results according to said fields. | of search results in which the candidates are listed along with their respective field data |
| 36.    The method of claim 21, wherein said user interacts with said database over a telecommunicative link. | Exhibit R shows a log-in screen to enable the user to interact with the database over a telecommunicative link. |
| 37.    The method of claim 21, wherein said database is a relational database. | It is not clear how one would go about showing that the program of Exhibit A provides a query for a relational database. Suffice it to say, however, that the fields in the query and the candidate data are such that they can be used with known and commercially-available relational database or file management systems. |
| 38.    A method of offering a user access to a database comprising candidate resumes and/or employment opportunities, said method comprising the steps of: | |
| (a) limiting access to said database to a selected group of users; | Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users. |
| (b) prompting a user to select a combination of hierarchical fields of said | Exhibits E–I show screens in which the user is prompted to select certain hierarchical |

| | |
|---|---|
| database; | fields —specifically, profession (Exhibit E), category within profession (Exhibit F), skill within category (Exhibit G), experience within skill (Exhibit H) and usage level for the skill (Exhibit I). |
| (c) configuring a query based on said combination; | Referring to Exhibits G-I, a more specific query is configured as successive fields are selected. |
| (d) searching said database using said query; and | The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of Exhibit A provides sample results of a search that would be returned by the database or file management system. |
| (e) outputting the results of said search to said user. | Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data |
| | |
| 39.     The method of claim 38, wherein limiting access comprises requiring said user to pay for use of said database. | Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users. Although not shown explicitly, it can be reasonably inferred that |

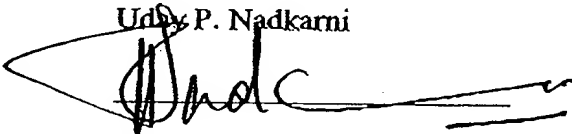| | to obtain a password, and thereby access to the database, some form of compensation would be required. |
|---|---|

4.      As the person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful statements may jeopardize the validity of the application or any patent issued thereon.

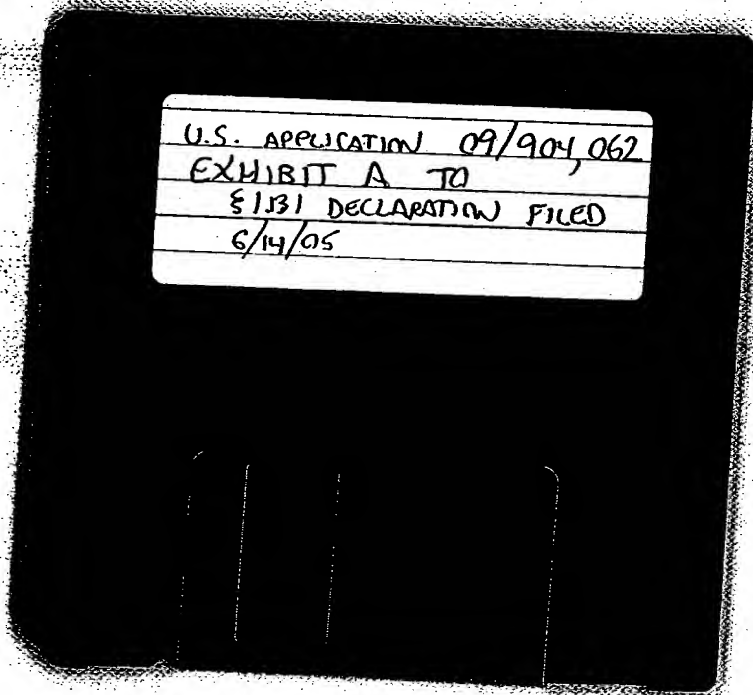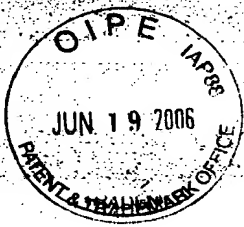Inventor:          Uday P. Nadkarni

Signature:

Residence:         52 Jamie Court
                   Monmouth Junction, NJ 08852
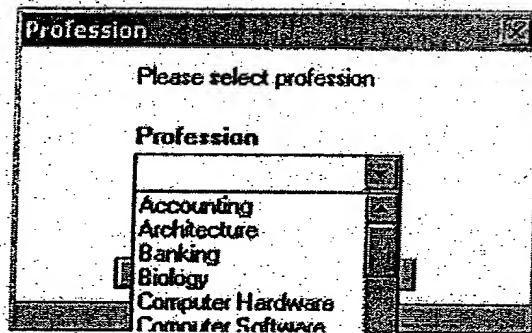
Citizenship:       United States of America

U.S. APPLICATION 09/904,062

EXHIBIT A TO

§ 1.131 DECLARATION FILED

6/14/05

**EXHIBIT E**

**Profession**

Please select profession

**Profession**

Accounting
Architecture
Banking
Biology
Computer Hardware
Computer Software

**EXHIBIT F**

---

**Query1 for Computer Software** ☒

Project Name  | Inventory Department - Jack Walsh ▾ |  **Education**

Enter one or more selections for the following

| | Bachelor's in Computer Science |

Category | Skill | Experience (yrs) | Usage Level

Programming ▾ | ▾ | ▾ | ▾

Compilers
Databases
Documentation
Functional Analysis/Design
Networking
Operating Systems
Programming
Project Management ▾

Keywords (enter any combination of keywords to search within the resume)

| |

[ Next Line ] [ Delete Line ] [ Save ] [ Run ] [ New ]

---

**Response**

Run    Resumes    Query Parameters

| |

[ View ] [ Cancel ]

---

**EXHIBIT G**

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**Query1 for Computer Software**          [X]

**Project Name**  [Inventory Department - Jack Walsh ▾]     [Education ▾]

Enter one or more selections for the following

                                                   [Bachelor's in Computer Science]

**Category**                **Skill**           **Experience (yrs)**     **Usage Level**

[Programming ▾]     [C++ ▾]      [ ▾]        [ ▾]

                 ALGOL

  Programming - C++         ASSEMBLER

                 BASIC

                 C

                 **C++**

                 CLIPPER

                 COBOL

                 FORTRAN

**Keywords** (Enter any combination of keywords to search within the resume)

[                                                                              ]

[Next Line]     [Delete Line]     [Save]     [Run]     [New]

---

**Response**

**Run**     **Resumes**     **Query Parameters**

[                                                                              ]

[View]       [Cancel]

---

**EXHIBIT H**

---

**Query1 for Computer Software**                                                              ⊠

**Project Name**   Inventory Department - Jack Walsh  ▾        **Education**

Enter one of more selections for the following                 Bachelor's in Computer Science

**Category**                    **Skill**                **Experience (yrs)**   **Usage Level**

Programming        ▾    C++               ▾       4   ▾                              ▾

                                                        1
   Programming - C++, 4 years                         2
                                                        3
                                                        4
                                                        5
                                                        6
                                                        7
                                                        8

**Keywords** (Enter any combination of keywords to search within the resume)

[                                                                                    ]

   [ Next Line ]    [ Delete Line ]    [ Save ]    [ Run ]    [ New ]

---

**Response**

**Run    Resumes    Query Parameters**

[                                                                                    ]

            [ View ]            [ Cancel ]

---

**EXHIBIT I**

**Project Name** | Inventory Department - Jack Walsh | **Education**

Enter one or more selections for the following

| Bachelor's in Computer Science |

**Category** | **Skill** | **Experience (yrs)** | **Usage Level**

| Programming | | C++ | | 4 | | Intermediate |

> Any
> Trained
> Beginner
> **Intermediate**
> Expert

Programming - C++, 4 years, Intermediate

**Keywords** (Enter any combination of keywords to search within the resume)

[ Next Line ] [ Delete Line ] [ Save ] [ Run ] [ New ]

**Response**

**Run** **Resumes** **Query Parameters**

[ VIEW ] [ Cancel ]

# EXHIBIT J

The screen below shows how a query is refined by making small changes to its parameters and running it again – each row in the box at bottom corresponds to a version of the query and the number of Resumes shown is the number of qualified candidates it found. This feature is designed to allow users to progressively tighten or loosen or change query parameters so they can get a manageable number of candidates to examine.

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**Query1 for Computer Software**

**Project Name** [Inventory Department - Jack Welsh ▼]    [Education]

Enter one or more selections for the following

| Category | Skill | Experience (yrs) | Usage Level |
|---|---|---|---|
| [ ▼] | [ ▼] | [ ▼] | [ ▼] |

Compilers - Any, 4 years, Any
AND Programming - Any, 4 years, Any
AND Quality Assurance - Any, 4 years, Any
AND Systems Analysis - EXCELERATOR, 9 years, Any

Keywords (Enter any combination of keywords to search within the resume)

[ ]

[Next Line]  [Delete Line]  [Save]  [Run]  [New]

**Response**

| Run | Resumes | Query Parameters |
|---|---|---|
| 1 | 20 | Compilers - Any, 4 years, Any AND Programming - Any, 4 years, Any AND Quality Assurance - Any |
| 2 | 15 | Compilers - Any, 4 years, Any AND Programming - Any, 4 years, Any AND Quality Assurance - Any |
| 3 | 10 | Compilers - Any, 4 years, Any AND Databases - Dbase, 4 years, Any AND Quality Assurance - Any |
| 4 | 5 | Documentation - Any, 4 years, Any AND Databases - Dbase, 4 years, Any AND Quality Assurance |

[View]  [Cancel]

---

# EXHIBIT K

**Education**

Degree

High School
Associate's
Bachelor's
Master's
Ph.D.

Discipline

○ AND
◉ OR

Bachelor's ( Engineering )
OR    Master's ( Engineering )

[ Delete Line ]    [ Clear All ]    [ Ok ]    [ Cancel ]

**EXHIBIT L**

# EXHIBIT M



Resume - [DOE01 ]

**Basic Information**

Name: Doe  First: John  Middle: M

Telephone Nos.: 212-777-8888
212-888-9990
212-777-8890

58 Sutton Place
Apt. 308
New York  State: NY  Zip: 11023

ID: ABC@COM  Network: ATT

Call after 7.00 PM at the evening number.

U.S. Citizen  Security Level 3  Willing to: No
Clearance

Software Engineering

8

Availability:  4 Weeks
00.00.00

Management position in an IS department of Brokerage/Securities firm.

$90,000.00  Per Year  Desired: $110,000.00  Per Year
Compensation

Education | Experience | References | Publications | Membership | Personal Info

# EXHIBIT N

Education: Successive records of Education can be added by clicking repeatedly on the More Button

# EXHIBIT O

Categories, Skills etc.: User enters individual 'projects' under the Experience subheading. For each project, the user can enter a time duration (From – To), and further enter a category of Skills, and some Skills within that Category and a type or level of Usage for that Skill. The time period for that Skill or Category is inferred by the system from the Project time duration under which these subcategories are entered.

# EXHIBIT P

Transmit: After completing data entry, the resume record can be Transmitted to the system database.

Resume - [DDE01 ]

File Edit Help

Transmit Resume.. Ctrl+T

Basic Information

First: John    M: FM    212-777-8888
                        212-888-0900
                        212-777-8888

NY    11023

ATT

PM at the evening number.

U.S. Citizen    Level 3    No

Software Engineering

8 Years    00/00/00    4 Weeks

Management postion in an IS department of Brokerage/Securities firm.

$90,000.00    Per Year    $110,000.00    Per Year

Function    Experience    References    Education    Membership    Personal Info

# EXHIBIT Q

Example of a mechanism to enable a business transaction between the user and the entity that has the system – such as charging a fee, acting as an agent of the user, making certain representations, etc. Each customer can create their own business terms.

**Agreement**

This is an agreement between Inference Development Corporation of 666 Plainsboro Road, Suite 1185, Plainsboro, NJ 0853 (hereinafter referred to as "Inference" and the person (hereinafter referred to as the "applicant") wishing to be represented by "Inference" for the purpose of obtaining part time or full time permanent employment or work on contract basis. By saving resume of a disk and sending the disk to "Inference", the "applicant" agrees to abide by the contract the terms of which are listed below. I) Clause 1 II) Clause 2_____ End.

OK    Cancel

$90,000.00  Per Year    $110,000.00  Per Year

Education   Experience   References   Publications   Memberships   Personal Info

**EXHIBIT R**

Example of a Login screen used to restrict access to permitted users of the system.

**Login** ▢◻✕

# JobNet

User Id    INFERENCE

Password   |

**Ok**      **Cancel**

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